



THE YEAR IN REVIEW

Annual Report

2017 - 2018

The Child and Family Welfare Association of South Australia Incorporated

trading as

CHILD AND **FAMILY FOCUS** SA



FROM THE CHAIR

Sue Thomas – Chairperson and State Director, Life Without Barriers

It has been another full year in the continued development of CAFFSA as a peak body for a sector that is undergoing substantial change and will continue to do so in the next 12 months.

I would firstly like to thank Rob Marin, our Chief Executive Officer, for the wonderful job he has done this year and acknowledge his efforts, particularly in relation to CAFFSA's membership and funding growth over the past 12 months. This growth has come about due to Rob's persistent and active stakeholder engagement and his continued positive relationships with government agencies. He has also steered the Board through a refocus of our efforts, staffing growth and constitutional change. Rob continues to be a passionate and strong advocate for the sector and is ever in pursuit of supporting the best interest of children, young people and their families and carers.

I would also like to thank the CAFFSA staff team for their continued efforts. It can be difficult working in small teams when there is limited opportunity to connect with each other. However, this team has managed to stay well connected to each other and have continued to produce excellent, cohesive work under challenging circumstances. I certainly look forward to continued involvement with them in the coming year.

Over the past 12 months, the Board has spent considerable time attempting to improve the interrelationship between ourselves and the membership. This has manifested itself in a

number of forums and changes to reporting, format and timing of membership meetings. We are always willing to hear any other thoughts members may have in terms of how that can continue to improve that important element of our business and I encourage you to speak to any of the Board members, or Rob, if you have any further suggestions.

I would also like to thank the Department for Child Protection's Executive Team for their continued strong and constructive engagement with the CAFFSA Board and staff. We have valued the opportunity to have frank and open discussions around systems issues, and our responses to those, and we look forward to a continued positive but robust, relationship.

On behalf of the sector CAFFSA has had a number of opportunities to engage with the new State Government Ministerial team and we have appreciated the opportunities provided to us to promote the challenges faced by children, young people, families and carers in this state.

I would lastly like to thank all our member agencies who continue to provide high quality services to families and children across the state under what can, at times, be very difficult circumstances.

We look forward to our continued involvement with you all in what will be another full and exciting year.

Sue Thomas

Chair, Child and Family Focus SA

State Director, Life Without Barriers



FROM THE CHIEF EXECUTIVE OFFICER

Rob Martin – CEO, Child and Family Focus SA

I am pleased to offer this annual report as an overview of the work completed in 2017/2018 and am again very grateful to the CAFFSA Board for their continued encouragement and support this last twelve months.

With the continuation of high-level child protection sector reform in South Australia, the service delivery landscape has been one that appears to be marked by uncertainty and to a degree, trepidation. It has been clear to me over the last year that the role that CAFFSA plays has become increasingly important in providing a sense of strong, united and collective advocacy around the concerns of the sector.

The continuing importance of strong, independent sector advocacy that informs and shapes the current and future policy and practice landscape of child protection has continued to be recognized by government. More and more, CAFFSA is being called to provide advice and feedback to both the Department for Child Protection and the Department of Premier and Cabinet on the implications of legislative and policy reform that impact on the way in which service providers function at the front line and provide services to vulnerable children, young people and their families.

The Family Matters Campaign in South Australia has seen us support a much larger and more community oriented Working Group that now has a range of highly respected Elders, community members and community advocates who are committed to pursuing the principles and objectives of the national Family Matters Roadmap. Whilst the Working Group has had to face a number of challenges in gaining further traction as an action oriented working group who is actively called upon by government to progress joint priorities, it has remained a respected voice for the Aboriginal children and families whom the members collectively represent.

The absolutely critical need to continue our joint efforts to reduce the over-representation of Aboriginal children in child protection has been supported by government with the receipt of an additional \$50,000 from the Department for Child Protection to continue the campaign until the end of December 2018. We are truly hopeful that we can secure whole of government support to continue the aims and objectives of the Campaign past this date.

We have continued to grow and develop as an organisation that both the Board and I are very proud of. We have welcome Adele Popow in her role as Administration and Project Support Officer, Mark Davie from Connected Self as a contract trainer and assessor, and Dr. Heather Pearce as Capacity Building Lead (from July 1st, 2018). These roles have further strengthened CAFFSA's ability to respond to the needs of its members and the sector at large in its capacity as a sector advocate.

A year in to trading as 'Child and Family Focus SA', our new name and brand is well and truly entrenched, and we have made significant efforts to enhance our electronic and social media presence. We have re-initiated our monthly e-bulletins, have developed a Facebook presence and have finally completed the development of our online training calendar and portal which is now regularly updated.

We have welcomed a number of new organizational members to our table in 2017/2018, and are looking forward to strengthening cooperation, collaboration and better-informed advocacy as a result. Our membership focus has been broadened to include service providers in the prevention and early intervention space, and we are hopeful that this will be reflected in the work that continues in the development of a whole-of-sector workforce development strategy that we hope to finalize in the first half of 2019.



Rob Martin

Chief Executive Officer, Child and Family Focus SA

October 2018



CAFFSA BOARD MEMBERS 2017/2018



Ms. Sue Thomas, State Director, Life Without Barriers (Chair)



Ms. Kerry Court, Manager, Resilient Families, Uniting Country SA (Treasurer)



Ms. Kirsty Drew, General Manager Services, Junction Australia (Deputy Chair)



Ms. Leata Clarke, Senior Manager Regional Services, Aboriginal Family Support Services (replaced by Ms. Susan Richards, co-opted member, Aboriginal Family Support Services)



Ms. Andrea Konigsmann, Senior Manager Foster Care Services, Lutheran Community Care



Ms. Leanne Haddad, Executive Manager, Centacare Catholic Family Services



Ms. Angela Wheeler, Manager, Out of Home Care, acCare

Ms. Nancy Penna, General Manager Community Services, Anglicare SA



CAFFSA STAFF 2017/2018

Rob Martin, Chief Executive Officer

Rebecca Paddon, Sector Development Lead

Joanne Else, Family Matters (SA) Lead

Susan Lane, Policy and Advocacy Lead

Adele Popow, Administration and Support Officer

Margaret Bonnar, Contract Trainer and Assessor

Mark Davie, Contract Trainer and Assessor

Albert Barelds, Consultant, Care Concerns Assessment and Management



From left: Rebecca Paddon, Susan Lane, Joanne Else, Rob Martin (front)

FINANCIAL REPORT 2017-2018

*Please refer to the list of appendices

HIGHLIGHTS 2017 - 2018

- CAFFSA provided a number of submissions to government as a result of measures associated with the Nyland recommendations and subsequent child protection systems reform. Specific submissions included:
 - Response to the draft Prevention and Early Intervention Bill 2018;
 - Response to the draft Prevention and Early Intervention Strategy of the Early Intervention Research Directorate and the Department of Premier and Cabinet;
 - A response to the Statutes Amendments (Domestic Violence) Bill 2018;
 - A joint response with the Aboriginal Legal Rights Movement to the Children and Young People (Oversight and Advocacy Bodies) (Commissioner for Aboriginal Children and Young People) Amendment Bill 2018;
 - A response to the Department for Child Protection's Complaints Management Policy and Procedure;
 - A response to the Department for Child Protection's draft Communication Strategy;
 - A briefing paper to the Department for Child Protection on building family-based care after the successful facilitation of a joint CAFFSA / DCP workshop oriented around building recruitment and retention strategies for foster carers;
 - A briefing paper to the Department for Child Protection on the implications of enacting compulsory psychometric and forensic evaluation and screening for residential care employees;
 - A response to the draft Out of Home Care Strategy highlighting the need for the Department for Child Protection to consult with the entire sector on the high-level outcomes and proposed implementation plan;
 - Submissions to both the Labor and Liberal parties prior to the March 2018 election highlighting CAFFSA's call for election commitments

- CAFFSA was excited to welcome a number of new organisations members to the table, strengthening our representation and advocacy efforts:
 - SIDS and Kids SA
 - The Smith Family
 - Mission Australia (SA)
 - The Australian Childhood Foundation
 - KWY Aboriginal and Torres Strait Islander Family Services
 - Women's Legal Services of SA
 - Women's Safety Services of SA
 - Your Kids

- The Family Matters Campaign National 'Day of Action' was supported by the Adelaide University in 2018 and resulted in a well-attended cultural education event held at the Adelaide Law School where the documentary 'After the Apology' was filmed; Shadow Minister for Child Protection Jayne Stinson attended the event and signed the Family Matters Statement of Commitment

- The CAFFSA / DCP Executive Forum jointly hosted a renewed family-based care and residential care forum in May 2018 with three working groups established as a result

- CAFFSA has continued work on a whole of sector workforce development strategy in collaboration with the Department for Child Protection as well as its member agencies
- Two successful recognition of prior learning (RPL) workshops were facilitated in partnership with the Association of Children’s Welfare Agencies (ACWA) for the Certificate IV in Child, Youth and Family Intervention with a total of 21 participants successfully completing their certificates

PROGRESS AGAINST THE STRATEGIC PLAN 2018-2020

Under the new 'Child and Family Focus SA' brand, the Board and CAFFSA team has continued to work towards a three-year strategic plan spanning the period 2018 – 2020.

The Strategic Plan provides for three key outcomes – CAFFSA as an Effective Peak Body, Policy and Practice Development and Sector Development. The following report details work undertaken throughout the year that has been aligned with these outcomes and the concomitant objectives of the organisation.

CAFFSA AS A PEAK BODY

Leadership

The CAFFSA Board has continued to try to demonstrate a high level of thought leadership around sector consultation and engagement and has worked closely with DCP via the Joint Executive meetings to bring to attention the numerous issues and concerns of CAFFSA members. Key considerations for the Board in 2017/18 have included the extent of DCP consultation and engagement with the non-government sector on the development of the OOHC Strategy, the implications of implementing mandatory psychometric and forensic screening and assessment for residential care staff, contract reform measures and the implications of unit costing. CAFFSA has continued to strive towards deep consultation with its member agencies on key pieces of work including the respite care review, an analysis of what is required to build sustainable family-based care in South Australia, implications of psychometric evaluation for residential care staff and what is needed to furnish a whole-of-sector workforce development strategy.

Advocacy

Albert Barelds has continued to be a valued member of the DCP 'Care Concerns Assessment and Management Panel' (CCAMP) whereby he provides advice and feedback on how particular care concerns can be addressed to achieve good outcomes for children and young people; this is a long-standing role for CAFFSA, one which Albert has continued to carry out with a high level of dedication and tenacity. Albert farewelled CAFFSA in July 2018 and stepped down from his role on the Care Concerns Assessment and Management Panel and has been replaced by Heather Pearce.

CAFFSA provided a number of submissions to government as a result of reform measures coming from the Nyland recommendations. Specific submissions included:

- Response to the draft Prevention and Early Intervention Bill 2018
- Response to the draft Prevention and Early Intervention Strategy of the Early Intervention Research Directorate and the Department of Premier and Cabinet
- A response to the Statutes Amendments (Domestic Violence) Bill 2018
- A joint response with the Aboriginal Legal Rights Movement to the Children and Young People (Oversight and Advocacy Bodies) (Commissioner for Aboriginal Children and Young People) Amendment Bill 2018
- A response to the Department for Child Protection's Complaints Management Policy and Procedure
- A response to the Department for Child Protection's draft Communication Strategy

- A briefing paper to the Department for Child Protection on building family-based care after the successful facilitation of a joint CAFFSA / DCP workshop oriented around building recruitment and retention strategies for foster carers
- A briefing paper to the Department for Child Protection on the implications of enacting compulsory psychometric and forensic evaluation and screening for residential care employees
- A response to the draft Out of Home Care Strategy highlighting the need for the Department for Child Protection to consult with the entire sector on the high level outcomes and proposed implementation plan
- Submissions to both the Labor and Liberal parties prior to the March 2018 election highlighting CAFFSA's call for election commitments

CAFFSA has been petitioning Minister for Child Protection Rachel Sanders MP since March of 2018 to consider establishing a Ministerial Advisory Board on Child Protection to be comprised by key sector peak bodies and other stakeholders in the absence of the Child Wellbeing Advisory Panel. Whilst agreeing in principle with the suggestion, Minister Sanderson has not yet committed to forming such a group. This will continue to be a high-level advocacy objective in 2018/2019 with CAFFSA working alongside SACOSS, YACSA, The Law Society of South Australia, the Australian Medical Association, The Child Protection Reform Movement and the National Framework Implementation Working Group to try to achieve this goal.

Sustainability

CAFFSA was successful in its bid to the Sidney Myer Foundation for \$100,000 to support obtaining ASES accreditation as well as to further the work associated with designing a whole-of-sector workforce development strategy.

The service agreement with the Department for Communities and Social Inclusion has been rolled over in 2018/2019 and will provide the organisation with approximately \$124,000 of core funding for policy and advocacy activities.

CAFFSA was successful in obtaining \$50,000 in funding for the Family Matters Campaign in South Australia, from the Department for Child Protection in order to continue the campaign through to December 2018.

Membership fees accounted for around \$18,000 in income in 2017/2018, increasing as a result of new memberships. CAFFSA members also contributed \$11,000 towards the Family Matters Campaign.

CAFFSA has been pursuing a fee-for service income stream in 2017/2018 through the provision of accredited and non-accredited training options for service providers and will continue to develop a competitive and sector-driven business model in 2018/2019 for the provision of training and sector development activities.

POLICY AND PRACTICE DEVELOPMENT

Representation

CAFFSA has continued to meet monthly with the Leadership Group of DCP to discuss systemic issues including the transition of children and young people out of emergency and commercial care, contract reform measures and unit costing. Other issues such as psychometric evaluation of residential care staff and the implementation of the new Child Safety Act have been prominent points of discussion.

Multiple meetings with former Minister Susan Close took place throughout the course of 2017, with sector wide issues being brought directly to her attention including support for foster and kinships carers, the progress of the sector reform, the drafting of legislation related to prevention and early intervention as well as to seek continued government support for the Family Matters Campaign.

In the wake of the March 2018 state election, CAFFSA has met on multiple occasions with incoming Minister for Child Protection Rachel Sanderson MP and has sought her support for a range of initiatives including the Family Matters Campaign, the establishment of a Ministerial Advisory Board for Child Protection, the need to re-introduce a Bill for prevention and early intervention, the coordination of respite for family based carers and support for young people leaving care.

CAFFSA hosted two CEO forums throughout the course of the year, with high levels of participation and support received. These fora have proven instrumental in guiding CAFWA's advocacy efforts in relation to sector reform, and have solidified relationships between CAFWA and sector leaders.

CAFFSA has been represented on the Out of Home Care (OOHC) Oversight Committee, with Susan Lane providing a high level of representation as well as actively seeking departmental feedback and support for the carer respite review project. CAFFSA has also been represented on the Aboriginal Early Intervention Governance Committee within DCP and has welcomed the opportunity to represent sector views and interests on both groups.

Policy

CAFFSA has spent a significant amount of time providing feedback and advice on the provision of carer respite for family-based carers, and Susan Lane has been consulting widely with both DCP and the sector to develop a final set of recommendations on best practice models of respite and placement support.

CAFFSA had an opportunity to provide feedback to DCP in March 2018 on a draft of the OOHC Strategy and provided explicit advice that a broader consultation with the sector needed to take place before CAFFSA was willing to endorse the strategy.

Through the Family Matters Working Group, CAFFSA has provided significant feedback to multiple quarters of government on the need for much deeper consultation with Aboriginal families and community groups, specifically in relation to the implementation of the Nyland recommendations oriented towards Aboriginal families and children.

CAFFSA provided written submissions to DCP on their draft Complaints Management Policy and their draft Communications Plan and was grateful for the opportunity to be called upon to provide input to internally facing policies such as these.

Practice Approach

The monthly CAFFSA member's meetings have continued to be quite well attended in 2017-2018 and have continued to provide a valued forum for members to discuss the complexities and challenges of providing services to vulnerable children and their families.

Through an exciting partnership with the Association of Children's Welfare Agencies (ACWA) in NSW and their training arm the Centre for Community Welfare Training (CCWT), CAFFSA has been positioned as a provider of the Certificate IV in Child, Youth and Family Intervention. Whilst CAFFSA has delivered RPL workshops only in 17/18, the intention is to expand the training offer in 18/19 with a Diploma of Community Services as well as non-accredited training in professional and clinical supervision.

CAFFSA was pleased to host a 'Safe Sleeping' Workshop via SIDS and Kids SA, as well as several signature 'taster' workshops earlier in the year.

CAFFSA has also been pleased to continue to host Ivan Raymond from the Life Buoyancy institute, with a high level of participation in his 'intentional practice' workshops throughout the year.

SECTOR DEVELOPMENT

Membership

CAFFSA has retained active membership throughout 2017-2018 with over 50 organizational members and several associate members supporting the remit of the organization throughout the year. CAFFSA was pleased to welcome a number of new members in 17/18:

- SIDS and Kids SA
- The Smith Family
- Mission Australia (SA)
- The Australian Childhood Foundation
- KWY
- Women's Legal Services of SA
- Women's Safety Services of SA
- Your Kids

Knowledge

CAFFSA has continued to provide members with information and resources via email and via the e-bulletin subscription service during 17/18. CAFFSA has been pleased to achieve its goal of dramatically enhancing the organization's online and social media presence, with the addition of an actively followed Facebook page. With an entirely new and redesigned website, Child and Family Focus SA has been able to utilise an online platform for the provision of access to an online training calendar that members have utilised to access a range of accredited and non-accredited continuing professional development opportunities.

Delivery of recognition of prior learning (RPL) workshops for frontline staff has been a priority in 2018, and close partnerships with South Australian NGO's as well as ACWA in NSW has furnished a cost and time effective delivery format for the Certificate IV in Child, Youth and Family Intervention. CAFFSA is pleased to have provided the qualification to 21 participants in 2017/2018.

Partnership

CAFFSA has continued to collaborate and leverage on strong partnerships with The Department for Child Protection, the Department for Human Services, the Early Intervention Research Directorate as well as a range of sector stakeholders and members for the purposes of joined-up and consistent policy based and systemic advocacy. SACOSS have continued to be valued partners and have assisted to shape CAFFSA messaging and advocacy throughout the course of the year, particularly in relation to legislative and administrative reform measures. CAFFSA particularly thanks Dr. Catherine Earl and Ross Womersley at SACOSS for their support throughout the year in pulling together joint sector submissions on a range of issues related to the reform process.

The growing profile of the Family Matters Campaign in the community has been testament to the extent of the goodwill that continues amongst CAFFSA partners, as well as their commitment to reducing the over-representation of Aboriginal and Torres Strait Islander children and young people in child protection. The Family Matters Working Group has been particularly excited to welcome a range of respected Elders and Community Members to the table in 2017/2018, and is grateful for their advice, guidance and support. CAFFSA is particularly grateful to Ms. Leata Clarke as the outgoing Family Matters Co-Chairperson for her efforts, as well as Joanne Else for leading and coordinating the work that has been generated as well as for providing timely reports and feedback to the National Family Matters Group and SNAICC.

CAFFSA is grateful for the financial support that the Department for Child Protection has provided for the Family Matters Campaign in South Australia, and for their continuing presence and support at working group meetings.

FUTURE FOCUS - 2018/2019

Significant planning is underway for 2019, and we are confident at the prospect of a much-strengthened role for Child and Family Focus SA in leading the progression of sector development and workforce training initiatives.

Specific strategies for 2019 include:

- Continued work on the governance and management structures of CAFFSA, including consideration of implementing sub-committees of the Board;
- An expanded role in coordinating training and development for front-line staff in both government and non-government child protection roles, and a heightened emphasis on the delivery of the Certificate IV in Child, Youth and Family Intervention;
- The design and successful implementation of training programs that focus on professional supervision, clinical supervision, leadership and management as well as trauma informed care and service delivery;
- The facilitation of training and workforce development opportunities offered via our member agencies and sector partners;
- The development of a finalized whole-of-sector workforce development strategy, implementation plan, evaluation plan and subsequent practice and clinical governance frameworks;
- A continued close partnership with the Department for Child Protection (DCP) and the ongoing meeting of CAFFSA representatives and DCP Leadership on a six-weekly basis;
- The pursuit of a range of new memberships amongst agencies working in prevention and early intervention such as to increase the overall membership of the organisation and its ability represent the diverse opinions and perspectives of the sector;
- The completion of a comprehensive policy and advocacy platform that is underpinned by a series of evidence-based position papers on salient issues related to child protection and child development;
- The achievement of whole-of-government support for the Family Matters campaign in order to progress the objectives of the national initiative in South Australia, and to provide enhanced opportunities for Aboriginal families and communities to have a say in the decisions that impact on the wellbeing of their children; and
- Playing a key role in the provision of feedback and advice to government on the implementation of Phase Three of the recommendations association with the final report of the Nyland Royal Commission;

APPENDICES

1. Audited Financial Report, 2017-2018
2. Family Matters (SA) Report 2018
3. Project Brief, Workforce Development Strategy

Appendix 1 - Audited Financial Report, 2017-2018

INDEPENDENT AUDIT REPORT

To the Board of Directors:

CHILD AND FAMILY WELFARE ASSOCIATION OF SA INC

Scope

We have audited the attached financial accounts of the Child and Family Welfare Association of SA Incorporated (CAFWA-SA) comprising the statement of income and expenditure and balance sheet for the financial year ended 30th June 2018 as set out on the attached pages. The board members of CAFWA-SA are responsible for the preparation, presentation and content of the financial accounts and they have determined that the basis of accounting used and described in Note 1 to the financial accounts is appropriate to the requirements of the Associations Incorporation Act 1985 and the needs of members. We have conducted an independent audit of the financial report in order to express an opinion to the members and board of CAFWA-SA on the preparation and presentation thereof.

The financial accounts have been prepared for distribution to members for the purpose of fulfilling the board's accountability requirements under the Associations Incorporation Act 1985. We disclaim any assumption of responsibility for any reliance on this audit report or on the financial report to any person other than the members or for any purpose other than that for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards and Urgent Issues Group Consensus views. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial accounts and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial accounts are presented fairly in accordance with the application of accounting standards and the basis of accounting as described in Note 1 to the financial accounts.

The audit opinion expressed in this report has been formed on the above basis.

INDEPENDENT AUDIT REPORT

Qualified Audit Opinion

In our opinion, except for the effect of such adjustments, if any, as might have been determined to be necessary had the limitations discussed in the qualification paragraph not existed, the financial accounts of the Child and Family Welfare Association of SA Incorporated are properly drawn up so as to give a true and fair view of its trading activities and financial position as at 30th June 2018 in accordance with the basis of accounting described in Note 1 to the financial accounts and in accordance with applicable Accounting Standards as applied to the extent described in Note 1 to the financial accounts.

BUSINESS INITIATIVES



Matthew White
Managing Director

20D William Street
NORWOOD SA 5067

Dated: 20/9/18

**STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE 2018**

	2018	2017
<hr/>		
GRANT & MEMBERSHIP INCOME		
Grant - Dept Families & Communities	430,888.00	128,328.00
Membership Fees	18,938.17	14,664.85
	<hr/>	<hr/>
	449,826.17	142,992.85
OTHER INCOME		
Family Matters Campaign	62,500.00	136,795.45
OPG Panel Sitting Fee	5,790.06	10,121.92
Other Revenue	104,982.54	3,525.34
Research - Best Practice	-	-
Seminar & Training	12,437.50	-
Interest Received	2,989.63	1,196.08
	<hr/>	<hr/>
	188,699.73	151,638.79
TOTAL INCOME	<hr/>	<hr/>
	638,525.90	294,631.64

**STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE 2018**

	2018	207
LESS : EXPENDITURE		
Admin Support	59,669.52	29,841.60
Bank Fees	101.90	64.63
CAFWA Conference Expenses	-	-
CAFWA Management	131,045.20	104,880.92
Insurance	2,460.91	2,340.91
Meeting Costs & Catering	3,693.06	3,702.82
Merchant Fees	-	20.00
Office & Meeting Room Hire	8,518.35	6,074.32
Phone & Internet	12,908.46	1,666.59
Printing & Stationery	1,268.39	663.63
Consultancy	156,201.35	60,057.53
Seminars & Training Expenses	3,590.91	1,863.00
Subscriptions & Memberships	2,221.45	110.00
Sundry Expenses	9,085.12	3,909.25
Travel & Accommodation	1,786.36	3,074.87
Vehicle Expenses	-	694.36
TOTAL OPERATING EXPENSES	<u>392,550.98</u>	<u>218,964.43</u>
NET SURPLUS / DEFICIT	<u>245,974.92</u>	<u>75,667.21</u>

**BALANCE SHEET
FOR THE YEAR ENDED 30 JUNE 2018**

	2018	2017
ACCUMULATED FUNDS		
Balance at Beginning of Year	226,209.28	150,542.07
This Year's Surplus	245,974.92	75,667.21
	472,184.20	226,209.28
	472,184.20	226,209.28
 ACCUMULATED FUNDS ARE REPRESENTED BY :		
CURRENT ASSETS		
Bendigo Bank Cheque Account	491,538.83	168,239.84
Accounts Receivable	-	67,209.01
	491,538.83	235,448.85
 TOTAL ASSETS	 491,538.83	 235,448.85
 CURRENT LIABILITIES		
GST Payable/(Refundable)	19,354.63	9,239.57
TOTAL LIABILITIES	19,354.63	9,239.57
 NET ASSETS	 472,184.20	 226,209.28

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements are a special purpose financial report. They have been prepared specifically to report on the financial performance of the association. They are based upon historic costs and do not take into account the changing value of money. The accrual and going concern basis of accounting have been applied.

No regard has been paid to the application of Accounting Standards or other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) issued by Australian professional accounting bodies except where specifically stated.

Property, Plant and Equipment

Property, plant and equipment are included at cost or at valuation.

All assets, excluding freehold land and buildings, are depreciated over their useful lives to the company.

FAMILY MATTERS SOUTH AUSTRALIA 2018 REPORT SUMMARY

Family Matters South Australia's progressing of jurisdictional priority change efforts has been notably hindered by both the previous and current Government's lack of genuine engagement with, and funding of, Aboriginal community managed and or led organisations and specialist representative groups which includes the Family Matters Working Group in South Australia.

The right of Aboriginal people to determine their future, particularly with respect to decisions affecting their future generations, has long been denied; the Family Matters Working Group in SA are concerned that in the context of the current reform process that this hasn't changed, and is unlikely to change without a genuine shift in thinking about the value of deep engagement with Aboriginal families, communities and groups.

Since commencing the 'forensic' or legalistic approach to system reform presented in "The Life They Deserve" (Nyland 2016), which casts the child protection system as the 'expert' in reform measures, both the previous and current governments have alienated essential community and cultural professionals from a partnership in the design and approach to the support and protection of children and the prevention of their contact with the child protection system.

Despite an initial investment of over \$200 million to commence implementing the child protection system reform as detailed in "A Fresh Start", data from the Report on Government Services (RoGS) as well as the Guardian for Children and Young People (SA) has confirmed that the number of Aboriginal children being placed in out-of-home-placements over the past 12 months **has increased**; the number of Aboriginal children placed in accordance with the ATSI CPP **has decreased**; and the interconnected Aboriginal youth incarceration rates **increased above the national average** during the same 12 month period.

The Family Matters SA annual contribution of \$50k from DCP has been gratefully received and appreciated. The Department for Child Protection has demonstrated their willingness to engage with and support the Family Matters Campaign in South Australia and to assign delegates to the state working group. Family Matters in South Australia has reminded the government that a whole of government approach to supporting the campaign is vital, and that the current financial contribution to the campaign seems absolutely tokenistic when the SA government child protection reform implementation budget is examined. Family Matters SA are further concerned with the growing body of evidence confirming that despite the \$400+ million the SA Government is spending to "fix" the broken child protection system, the two most obvious abject failures for responding to the escalating crisis of Aboriginal children being forcibly removed and severed from family, community and culture remain;

- Government failure to fund Aboriginal Services to provide holistic, socio-medical – wrap around services that intervene early to support, strengthen and heal Aboriginal families and communities.
- Government failure to enable a genuine space for self-determination, a platform in policy, legislation and resourcing that provides families and communities with genuine opportunities for empowerment to draw on their strengths and lead responses to the issues facing their children, families and communities.

Twenty years after Bringing Them Home, and ten years after the Federal Government's apology to the Stolen Generations, Aboriginal families and communities in SA remain justifiably concerned

nothing has changed. The Family Matters Working Group in South Australia reiterates that the problems facing Aboriginal families and communities in this state go far beyond the remit of just the Department for Child Protection's ability to protect vulnerable children. What is required is genuine political leadership and a will to invest in culturally responsive, culturally valid, Aboriginal led responses that take place at the level of the community.

Appendix 3 - Project Brief, Workforce Development Strategy

Project Title

South Australian NGO Child Protection workforce development strategy

1.1 Background

The Child, Youth and Family (CYF) service system in South Australia has faced a growing number of challenges over the past decade. Child protection notifications and the number of children entering Out-Of-Home Care (OOHC) have steadily increased. At-risk children, young people and families are presenting with increasingly complex issues, for which much of the CYF workforce is unprepared. The risk threshold for statutory child protection involvement is increasing, with child and family services consequently working with higher-risk families without the appropriate skills and resources, and overwhelming demand on the service system prohibits at-risk families from accessing early intervention opportunities and support when most needed. External factors such as population growth and the subsequent increase in CALD and Aboriginal populations, lack of housing affordability, and an increase in the prevalence of family violence and mental health issues place additional demands on an already-struggling service system.

The South Australian government is subsequently embarking upon a range of significant reforms in the CYF sector, with an emphasis on workforce planning and growth, early intervention and prevention, culturally-valid service delivery, and cross-sector service design. The South Australian child protection system itself is also experiencing significant reform, as an outcome of the Child Protection Systems Royal Commission and its 2016 report into the child protection system in South Australia.

The ***Life They Deserve*** report highlighted significant deficits within the broader child protection workforce in South Australia, with a workforce characterised by inadequate training and qualifications, high staff turnover, and insufficient industry planning. The report subsequently recommended the creation of a new Department of Child Protection (DCP), which would be tasked with leading workforce planning and development across the CYF sector. DCP were to work with key stakeholders to ***“develop and implement a workforce strategy designed to improve staffing practices and performances across the broader child protection system” (NRC 30)***; and CAFFSA was consequently funded to work in partnership with DCP to develop an NGO workforce development strategy that would complement internal DCP workforce planning.

1.2 Project objectives

In consultation with the NGO child protection sector, and in collaboration with DCP, CAFFSA will develop a sector workforce development strategy that addresses key challenges faced by the workforce and helps to improve staffing practices and performance. The project will focus on agencies working in early intervention and prevention, family support and reunification, and OOHC;

and aims to equip the sector with the skills, expertise and knowledge required to improve the outcomes of children, young people and families in South Australia.

The proposed approach will incorporate opportunities for greater cross-sectoral collaboration and consistency, to provide an end-to-end service for at-risk children, youths and their families, and ensure their needs and 'voice' are at the heart of workplace planning. While out of scope of the current project, strategic directions will consequently need to align with planning in mental health, Alcohol and Other Drugs (AOD), and other sectors relevant to the CYF field.

In addition to delivering NRC 30, the strategy will address a number of Nyland recommendations regarding workforce planning, training and development, including:

- NRC 191: Provide all practitioners in the child protection system with training, support and clinical supervision to give them the knowledge, skills and techniques to work effectively with Aboriginal children and families, including, where appropriate, the specific skills required to work effectively in remote Aboriginal communities;
- NRC 227: Train agency caseworkers to recognise and respond to the needs of children with disabilities, particularly in accessing and maximising support services offered by NDIS; and
- NRC 201: Actively pursue joint training opportunities for agencies in remote communities and require operational managers from agencies to meet regularly to identify areas for collaboration and to resolve issues of concern.

1.3 Project scope

1.3.1 In scope

As part of the project, CAFFSA will:

1. Develop and maintain project documentation for project governance, including detailed project and implementation plans, risk and issues registers, and a communications and engagement strategy for a broad range of stakeholders.
2. Establish a governance group to oversee and manage the project; and an internal project group to manage the day- to-day operations and support the work of the project team.
3. Conduct a desktop data analysis and literature review of the state, national and international CYF sectors, to identify:
 - a. The skills and knowledge required for a well-prepared sector, including capacity for change
 - b. The skills and knowledge required for well-prepared, effective service providers
 - c. Existing and emerging workforce development planning in the Child Protection government and non-government sectors, particularly in relation to building Aboriginal workforce capability
 - d. Sector workforce baselines, capability gaps and training needs; and
 - e. South Australian growth and demand forecasts
4. Conduct a sector mapping exercise to identify key stakeholders for consultation.
5. Conduct intensive sector consultations with a wide range of stakeholders, including SA peak bodies, NGOs, practitioner and other stakeholder groups, advisory committees, client representatives, and other voices identified as important to sector planning.

6. Prepare a report summarising the results of the investigations, with recommendations and an accompanying action plan for how and when the changes could be delivered.
7. Prepare capacity-building tools for the sector as required, including practice frameworks, online resources and materials.

Key questions to be address through the desktop analysis, literature reviews and consultations include:

- What is the current state and desired future state?
- What actions are required to move towards future state?
- What are the risks if these actions are not addressed?
- Who is responsible for these actions?
- When do these actions need to be completed by?
- What are the main transition issues and challenges?
- Who else needs to be involved?
- What are the associated costs and impacts?
- What communication needs to occur?
- What tools and resources need to be developed?
- What does success look like?

1.3.2 *Out of scope*

Out of scope of this project is:

- Workforce planning for separate but related service systems, including Alcohol and Other Drug services and the mental health sector
- Implementation and evaluation of the final sector workforce development strategy
- Development of an implementation plan with clear goals, roles and responsibilities, milestones, risk assessment and management, indicators to track performance and deliverables for the next three years (***this is the subject of further negotiation with the EIRD***)
- Execution of an evaluation of the implementation of the strategy

1.4 Governance

A steering committee will be formed to oversee the development and implementation of the workforce development strategy. Membership will comprise representatives from:

- DCP senior management/leadership (co-chair)
- CAFFSA CEO (co-chair)
- CAFFSA project lead (secretariat)
- four to six CEOs or senior delegates from a selection of metro, regional and rural community service organisations, covering small, medium and large service providers.

1.5 Key Stakeholders

Department for Child Protection

CAFFSA Staff and Board members

CAFFSA member agencies

Child, Youth and Families Non-government sector

1.6 Schedule

Date	Task/activity
August-September	Prepare detailed draft project plan for DCP feedback
	Incorporate feedback and finalise project plan
	Meet with allied sectors/peak bodies to align sector transition planning
	Set up governance group
October-November	Develop communications and engagement strategy, including information sheets for the key stakeholder groups in the sector
	Develop and test evaluation tools
	Analyse workforce data available
	Undertake literature review
	Collate findings from desktop analysis and literature review Develop questions for consultation
November - December	Sector consultations
December	Collate information gathered from the consultations, desktop analysis and literature reviews
	Prepare a detailed implementation plan with clear goals, roles and responsibilities, milestones, risk assessment and management, indicators to track performance and deliverables for the next three years
31 December	Submit a draft implementation plan to DCP
2018	
January-February	Incorporate DCP feedback and finalise the Implementation Plan
March	DCP to publish the Implementation Plan
April-November	Implement plan Evaluate PD and training activities as these occur during 2018
December	Consolidate feedback from the PD and training activities and evaluate progress and outcomes

	Submit 2018 report to DCP outlining transition activities undertaken, challenges and successes, including feedback from participants
2019	Review professional development and training activities, incorporate amendments, implement, monitor and evaluate and submit 2019 report to DCP
2020	Review professional development and training activities, incorporate amendments, implement, monitor and evaluate and submit final report to DCP

1.7 Monitoring and Evaluation

Although beyond the scope of the current project, a small set of clear and measurable Key Performance Indicators (KPIs) will be developed for the implementation plan, against which future progress can be measured and the strategy could be evaluated. The data collected through literature reviews, survey analyses, stakeholder consultation may provide a baseline for determining required skills and knowledge, identifying gaps and training needs, with evaluation work assessing whether needs have or will soon be met, by 2020.